



EMPLOYEE MANAGEMENT COMMITTEE

Minutes

DATE	August 6, 2009
TIME	9:00 a.m.
LOCATION	Richard Bryan Building 901 S. Stewart Street, 2nd Floor Hearing Room Carson City, Nevada
RECORDER	Ricky Burdick

ATTENDANCE

EMC COMMITTEE MEMBERS	PRESENT
J. Pat Gallagher (M)	X
Kay Scherer (M)	
Susan Martinovich (M)	
Greg Smith (M)	X
Don Helling (M)	
Mark Froese (M)	
Morris Kanowitz (E)	X
Deborah Frenzi (E)	X
Stephanie Canter (E)	
Turessa Russell (E)	
Peggy Hatch (E)	
Sherri Thompson (E)	
Cameron Vandenberg (AG)	X

I. INTRODUCTION OF HEARING

Committee Chairman Greg Smith opened the meeting at 9:00 a.m.

II. CALL TO ORDER

Chairman Smith called the hearing to order at 9:00 a.m.

III. ADOPTION OF AGENDA

A motion to adopt the agenda was put forth by Committee Member Morris Kanowitz the motion was then seconded by Committee Member Pat Gallagher. The motion passed unanimously.

IV. ADOPTION OF MINUTES FROM JULY 9, 2009.

A motion to adopt the minutes was put forth by Committee Member Pat Gallagher, and then seconded by Morris Kanowitz. The motion passed unanimously.

V. INTRODUCTION OF THE COMMITTEE MEMBERS

Committee Members introduced themselves and the agencies they are employed by. Chairman Greg Smith introduced item number three on the agenda, the two appeals of Margene Foster.

VI. COMMENTS FROM THE AUDIENCE AND/OR COMMITTEE MEMBERS

Chairman Greg Smith discusses the overall procedure and timeframes of EMC hearing.

VII. TWO APPEALS OF MARGENE FOSTER

Chairman Greg Smith opened the hearing by inviting introductions of the parties involved and then explained the hearing procedures. Item number Three on the agenda was the two appeals of Margene Foster's grievances concerning two Written Reprimands dated March 5, 2009 and April 15, 2009.

Ken McKenna represented Margene Foster. Mary Dugan, General Counsel for UNR, and Janet Damschen, BCN Human Resources Manager, represented the University of Nevada, Reno.

Chairman Greg Smith swears in Witnesses and closed the hearing to witnesses based on Ken McKenna's request.

Chairman Greg Smith asked Ken McKenna for Grievant's opening statement. Mary Dugan then delivered her opening statement for the agency.

Direct and cross-examination of Margene Foster took place, followed by questions from the Committee. Concluding Ms. Foster's testimony Mr. McKenna rested his case in chief.

Witnesses for the University of Nevada, Reno included Teresa Sacks, Paula Valazquez-Castro, Susan Harris, and Janet Damschen.

After direct and cross-examination of witnesses, both parties made closing statements

After much discussion the Committee deliberated. Committee Member Morris Kanowitz put forth a motion that dismissed both Written Reprimands and allowed the agency to issue an Oral Warning if needed. Deborah Frenzi seconded the motion. The motion carried unanimously.

With no further business, the meeting was adjourned.